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Approved For Release 2001/09/03 : CIA-RDP79-01155A000300020113-0

13 September 1967

MEMORANDUM FOR: Deputy Director for Support  
THROUGH: Deputy Director for Intelligence  
Director of Personnel  
SUBJECT: Payment of EOD Moving and Travel Costs for  
Hard-to-Recruit Personnel

1. Geographers who have been trained in Far Eastern studies are becoming progressively more difficult to recruit because of their scarcity and the mounting competition from educational institutions and non-government research organizations.

2. It has been our experience over the past year, in attempting to recruit qualified individuals for our Far Eastern studies work in the Geography Division, that starting salaries offered by universities and colleges are at least equal to and often above those which we can offer. The expense of moving household effects and transportation cost for the prospective employee and his family can then become a critical consideration in choosing between the Agency and other opportunities. Unfortunately, many of our most promising candidates are located in universities on the west coast, which makes the cost of travel and moving of prime importance in their decision.

3. In order to give the Agency at least an equal chance in procuring critically needed Geographers who are specialists in Far Eastern studies, it is requested that an exception be granted to enable us to pay travel and moving expenses for their entrance on duty.

(signed)  
JAMES A. BRAMMELL  
**JAMES A. BRAMMELL**  
Director  
Basic and Geographic Intelligence

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